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NMRI

Mass Retailers' Executive Perquisite Report

1985

by

NATIONAL MASS RETAILING INSTITUTE

NMRI National Mass Retailing Institute

Richard I. Hersh
President

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MASS RETAILERS'

EXECUTIVE PERQUISITE REPORT

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National Mass Retailing Institute

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INTRODUCTION

The National Mass Retailing Institute is pleased to present the results of our **FIFTH EXECUTIVE PERQUISITE SURVEY.**

This year, NMRI had a remarkable response to the questionnaire. More than 75% of NMRI's retail membership participated in the study. Because of the excellent response, the study is an accurate reflection of the benefits given to the executives within the discount retailing organizations in the United States.

As contrasted with the Fourth Executive Perquisite Study, there would appear to be a flattening out of benefits as opposed to the rather dramatic rise in benefits as shown in our last study. A few obvious differences between the fourth study and the fifth study indicate that gas mileage reimbursement has remained the same, dental plans have been somewhat diminished and the practice of many companies offering complete paid medical coverage for the employee and in some instances for the family has dropped where often a partial payment is required by the employee.

There is a great deal more uniformity among all classes of management in the areas of pensions, ESOPS; probably due to government regulations.

Then entire area of vacations seems to have flattened out to basically similar statistics for most retail companies.

One rather dramatic increase deals with the area of the so called "cafeteria benefit" program where an employee is permitted the opportunity to select the benefits which best suit his needs. In our fourth study, 24% of the companies indicated that they used a cafeteria benefit program; this now rises to 41% in the fifth survey.

In order to make this report as easy to use as possible, the results of the survey are presented in the same format as the questionnaire. This enables the reader to see at a glance exactly what percentage of stores give which benefit to which level of employee. Figures listed in parenthesis are those from the fourth survey.

Section I deals with Headquarters Management; Section II deals with Merchandising Management; Section III deals with Field Management; Section IV deals with Store Management; Section V is the General Information Section, summarizing the answers to the survey's six specific questions. **PLEASE NOTE: SECTION V DEALS WITH ALL LEVELS OF EXECUTIVES.**

This Perquisite Study alternates with NMRI's Compensation Study, and therefore, will be published every two years. The retail member's suggestions concerning the Survey will be carefully considered before the publication of the next Survey. We appreciate the work of all those who assisted NMRI in formulating the study and the cooperation of all those who took time to participate in the study. We hope that this study, used in conjunction with the Compensation Study, is beneficial to all NMRI members.

Richard I. Hersh
President
National Mass Retailing Institute

September, 1985

SECTION ONE

HEADQUARTERS MANAGEMENT

HOME OFFICE/HEADQUARTERS MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	CEO/President Level I	Company Officials Level II	Senior Management Level III	General Management Level IV
1) Company paid medical coverage for an executive (Complete or partial)	(90%) 95%	(72%) 78%	(63%) 70%	(63%) 65%
2) Company paid medical coverage for an executive and his or her family (Complete or partial)	(61%) 70%	(61%) 65%	(53%) 56%	(48%) 56%
3) Dental Insurance	(46%) 35%	(46%) 35%	(38%) 35%	(36%) 35%
4) Company paid dental insurance	(36%) 33%	(34%) 19%	(28%) 17%	(28%) 14%
5) Medical or dental reimbursement with prescribed maximum limit	(37%) 41%	(39%) 35%	(28%) 35%	(25%) 35%
6) Prescription drug plan	(45%) 55%	(43%) 53%	(36%) 51%	(31%) 50%
7) Physical examinations at the company's expense	(63%) 78%	(66%) 63%	(36%) 37%	(25%) 28%
8) Optical plan	(18%) 20%	(18%) 20%	(15%) 18%	(13%) 17%
9) Short-term disability/wage continuation	(79%) 85%	(82%) 83%	(77%) 80%	(77%) 80%
10) Long-term disability insurance	(84%) 90%	(87%) 90%	(84%) 85%	(80%) 75%
11) Company paid supplemental executive life insurance	(58%) 60%	(60%) 60%	(58%) 53%	(55%) 52%
12) Executive common carrier accidental insurance	(63%) 86%	(61%) 80%	(55%) 75%	(52%) 75%

HOME OFFICE/HEADQUARTERS MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	CEO/President Level I	Company Officials Level II	Senior Management Level III	General Management Level IV
*13) Company paid leave of absences - personal reasons	(25%) 38%	(22%) 38%	(22%) 27%	(21%) 26%
14) Sabbaticals with pay	(2%) 4%	(2%) 4%	(2%) 4%	(2%) 4%
15) Bonus vacation pay, in addition to the normal salary	(3%) 8%	(2%) 6%	(2%) 5%	(-0-) -0-
16) Vacation pay in lieu of time off	(9%) 14%	(11%) 12%	(9%) 10%	(9%) 10%
*17) Compensatory time/compensation for holidays worked	(7%) 22%	(7%) 22%	(7%) 18%	(5%) 14%
*18) Compensatory time/compensation for Sundays worked	(2%) 2%	(2%) 2%	(2%) 2%	(2%) 2%
19) Interest free loans	(6%) 10%	(4%) 8%	(6%) 6%	(6%) 6%
20) Low interest loans	(2%) 5%	(4%) 5%	(4%) 5%	(2%) 5%
21) Executive personal fiduciary insurance	(18%) 31%	(10%) 18%	(4%) 9%	(4%) 2%
22) Free financial counseling	(13%) 18%	(13%) 16%	(5%) 8%	(-0-) 6%
23) Free tax counseling	(18%) 15%	(9%) 12%	(2%) 2%	(-0-) 2%
24) Free legal counseling	(5%) 18%	(7%) 15%	(3%) 9%	(-0-) 4%

*Often not written policy

HOME OFFICE/HEADQUARTERS MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	CEO/President Level I	Company Officials Level II	Senior Management Level III	General Management Level IV
25) Assumption of liability for any financial loss from sale of a transferred executive's primary home	(30%) 42%	(27%) 33%	(27%) 31%	(18%) 24%
26) Stock options	(48%) 67%	(46%) 60%	(36%) 41%	(19%) 23%
27) Performance shares	(10%) 8%	(7%) 8%	(3%) 6%	(-0-) 2%
28) Stock purchasing plan	(28%) 31%	(28%) 31%	(28%) 26%	(27%) 25%
29) ESOPS (some "PAYSOP")	(22%) 31%	(24%) 33%	(25%) 31%	(21%) 31%
*30) Profit sharing	(45%) 47%	(43%) 45%	(43%) 40%	(42%) 40%
31) Deferred compensation	(22%) 18%	(21%) 16%	(12%) 12%	(4%) 6%
32) Employment contracts	(24%) 31%	(30%) 38%	(7%) 7%	(4%) 2%
*33) Pension plan	(42%) 51%	(58%) 51%	(57%) 51%	(55%) 51%
34) Supplemental retirement income	(10%) 18%	(13%) 15%	(7%) 9%	(6%) 9%
35) Relocation bonus payments (non-salary) for relocated executives	(21%) 26%	(21%) 26%	(21%) 18%	(18%) 12%
36) Merchandise discount plan	(84%) 70%	(86%) 70%	(84%) 66%	(82%) 66%

*Often based on vesting schedule

HOME OFFICE/HEADQUARTERS MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	CEO/President Level I	Company Officials Level II	Senior Management Level III	General Management Level IV
37) Merchandise discount plan above and beyond normal provisions	(27%) 16%	(19%) 16%	(16%) 12%	(7%) 12%
38) Tuition reimbursement (some on case by case basis)	(49%) 42%	(53%) 39%	(51%) 45%	(49%) 43%
39) Educational scholarships/grants for dependent children	(2%) 5%	(2%) 5%	(2%) 5%	(2%) 5%
40) Company car - business travel	(82%) 86%	(76%) 80%	(36%) 33%	(16%) 19%
41) Company car - personal use	(70%) 72%	(58%) 68%	(22%) 20%	(5%) 7%
42) Reserved parking space	(55%) 91%	(57%) 74%	(37%) 36%	(22%) 18%
43) First class air travel - business use (some allow over 3 hours)	(33%) 30%	(26%) 28%	(8%) -0-	(5%) -0-
44) Spouse allowed to accompany executive on business trips	(22%) 31%	(15%) 27%	(3%) 3%	(3%) 3%
45) Company credit cards for traveling executives	(62%) 73%	(53%) 73%	(36%) 31%	(19%) 17%
46) Apartment or condominium reserved for executives traveling in major cities	(3%) 8%	(3%) 8%	(2%) 3%	(-0-) -0-
47) Executive dining facility	(7%) 6%	(5%) 3%	(5%) -0-	(-0-) -0-
48) Company phones in executive's home	(15%) 19%	(6%) 11%	(-0-) -0-	(-0-) -0-

HOME OFFICE/HEADQUARTERS MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	CEO/President Level I	Company Officials Level II	Senior Management Level III	General Management Level IV
49) Club membership fees	(25%) 22%	(13%) 17%	(3%) 6%	(-0-) -0-
50) Free use of company owned resort facilities	(6%) 3%	(6%) 3%	(2%) -0-	(2%) -0-
51) Company paid chauffeur - business travel	(7%) 10%	(3%) 4%	(-0-) -0-	(-0-) -0-
52) Company aircraft - business travel	(27%) 29%	(22%) 24%	(19%) 18%	(18%) 12%

SECTION TWO

MERCHANDISING MANAGEMENT

MERCHANDISING MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Merchandising Executives	General Merchandise Managers	Category Merchandise Managers	Buyers
1) Company paid medical coverage for an executive (complete or partial)	(57%) 82%	(58%) 78%	(54%) 76%	(57%) 76%
2) Company paid medical coverage for an executive and his or her family (complete or partial)	(48%) 53%	(46%) 53%	(43%) 47%	(46%) 47%
3) Dental insurance	(36%) 35%	(39%) 35%	(43%) 35%	(42%) 35%
4) Company paid dental insurance	(28%) 17%	(28%) 16%	(30%) 15%	(30%) 12%
5) Medical or dental reimbursement with prescribed maximum limit	(36%) 38%	(25%) 27%	(25%) 25%	(24%) 22%
6) Prescription drug plan	(33%) 35%	(33%) 35%	(33%) 30%	(36%) 30%
7) Physical examinations at the company's expense	(42%) 40%	(31%) 33%	(25%) 28%	(22%) 20%
8) Optical plan	(13%) 12%	(15%) 12%	(13%) 12%	(13%) 12%
9) Short-term disability/wage continuation	(72%) 68%	(72%) 66%	(70%) 66%	(82%) 66%
10) Long Term disability insurance	(78%) 71%	(79%) 63%	(76%) 60%	(84%) 55%
11) Company paid supplemental executive life insurance	(39%) 36%	(36%) 31%	(27%) 31%	(39%) 28%
12) Executive common carrier accidental insurance	(49%) 52%	(51%) 55%	(48%) 47%	(54%) 53%

MERCHANDISING MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Merchandising Executives	General Merchandise Managers	Category Merchandise Managers	Buyers
*13) Company paid leave of absences - personal reasons	(19%) 22%	(18%) 20%	(19%) 20%	(19%) 20%
14) Sabbaticals with pay	(2%) -0-	(2%) -0-	(2%) -0-	(2%) -0-
15) Bonus vacation pay, in addition to the normal salary	(5%) 7%	(-0-) 4%	(-0-) -0-	(-0-) -0-
16) Vacation pay in lieu of time off	(9%) 9%	(9%) 9%	(9%) 9%	(9%) 9%
*17) Compensatory time/compensation for holidays worked	(9%) 11%	(9%) 12%	(10%) 11%	(12%) 8%
*18) Compensatory time/compensation for Sunday's worked	(2%) 4%	(2%) 2%	(3%) 2%	(3%) 2%
19) Interest free loans	(5%) 5%	(2%) 2%	(2%) 2%	(2%) 2%
20) Low interest loans	(3%) 5%	(3%) 2%	(2%) 2%	(2%) 2%
21) Executive personal fiduciary insurance	(3%) -0-	(2%) -0-	(2%) -0-	(2%) -0-
22) Free financial counseling	(6%) 5%	(-0-) -0-	(-0-) -0-	(-0-) -0-
23) Free tax counseling	(6%) 11%	(-0-) 7%	(-0-) -0-	(-0-) -0-
24) Free legal counseling	(2%) 9%	(-0-) 8%	(-0-) -0-	(-0-) -0-

*Often not written policy

MERCHANDISING MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Merchandising Executives	General Merchandise Managers	Category Merchandise Managers	Buyers
25) Assumption of liability for any financial loss from sale of a transferred executive's primary home	(25%) 17%	(21%) 17%	(18%) 11%	(13%) 11%
26) Stock options	(39%) 35%	(27%) 30%	(22%) 28%	(22%) 28%
27) Performance shares	(3%) 2%	(-0-) 2%	(-0-) -0-	(-0-) -0-
28) Stock purchasing plan	(25%) 18%	(25%) 16%	(25%) 12%	(27%) 12%
29) ESOPS (some "PAYSOP")	(19%) 31%	(18%) 33%	(16%) 26%	(18%) 31%
*30) Profit sharing	(40%) 42%	(42%) 42%	(40%) 40%	(46%) 38%
31) Deferred compensation	(15%) 18%	(9%) 6%	(6%) 4%	(6%) 4%
32) Employment contracts	(13%) 11%	(7%) 6%	(9%) 5%	(9%) 5%
*33) Pension plan	(48%) 51%	(51%) 51%	(52%) 51%	(55%) 51%
34) Supplemental retirement income	(15%) 18%	(10%) 11%	(7%) 9%	(6%) 5%
35) Relocation bonus payments (non-salary) for relocated executives	(16%) 18%	(18%) 15%	(18%) 14%	(18%) 9%
36) Merchandise discount plan	(75%) 73%	(79%) 70%	(76%) 72%	(85%) 79%

*Often based on vesting schedule

MERCHANDISING MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Merchandising Executives	General Merchandise Managers	Category Merchandise Managers	Buyers
37) Merchandise discount plan above and beyond normal provisions	(15%) 9%	(9%) 8%	(7%) 8%	(6%) 6%
38) Tuition reimbursement (some on case by case basis)	(48%) 41%	(48%) 41%	(49%) 39%	(51%) 47%
39) Educational scholarships/grants for dependent children	(12%) 9%	(12%) 6%	(13%) -0-	(12%) -0-
40) Company car - business travel	(49%) 53%	(29%) 26%	(15%) 13%	(9%) 5%
41) Company car - personal use	(34%) 36%	(15%) 17%	(7%) 9%	(2%) -0-
42) Reserved parking space	(34%) 31%	(21%) 23%	(16%) 13%	(13%) 8%
43) First class air travel - business use (some allow over 3 hours)	(15%) 9%	(3%) 2%	(5%) 3%	(5%) 3%
44) Spouse allowed to accompany executive on business trips	(9%) 14%	(5%) 4%	(3%) 2%	(3%) 2%
45) Company credit cards for traveling executives	(37%) 49%	(39%) 41%	(30%) 33%	(26%) 29%
46) Apartment or condominium reserved for executives traveling in major cities	(2%) 12%	(2%) -0-	(2%) -0-	(2%) -0-
47) Executive dining facility	(4%) 2%	(2%) -0-	(-0-) -0-	(-0-) -0-
48) Company phones in executive's home	(-0-) 6%	(3%) 2%	(-0-) -0-	(-0-) -0-

MERCHANDISING MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Merchandising Executives	General Merchandise Managers	Category Merchandise Managers	Buyers
49) Club membership fees	(5%) 7%	(-0-) -0-	(-0-) -0-	(-0-) -0-
50) Free use of company owned resort facilities	(5%) 3%	(2%) -0-	(-0-) -0-	(4%) -0-
51) Company paid chauffeur - business travel	(2%) -0-	(-0-) -0-	(-0-) -0-	(-0-) -0-
52) Company aircraft - business travel	(21%) 23%	(18%) 16%	(16%) 14%	(16%) 12%

SECTION THREE

FIELD MANAGEMENT

FIELD MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT		Top Regional Manager	All Other Field Managers		
1)	Company paid medical coverage for an executive (complete or partial)	(51%) 78%	(54%) 78%		
2)	Company paid medical coverage for an executive and his or her family (complete or partial)	(46%) 53%	(42%) 50%		
3)	Dental insurance	(33%) 28%	(39%) 26%		
4)	Company paid dental insurance	(24%) 18%	(28%) 16%		
5)	Medical or dental reimbursement with prescribed maximum limit	(25%) 20%	(24%) 21%		
6)	Prescription drug plan	(31%) 28%	(33%) 28%		
7)	Physical examinations at the company's expense	(30%) 31%	(15%) 30%		
8)	Optical plan	(12%) 15%	(12%) 15%		
9)	Short-term disability/wage continuation	(67%) 58%	(69%) 56%		
10)	Long Term disability insurance	(72%) 66%	(72%) 60%		
11)	Company paid supplemental executive life insurance	(33%) 31%	(27%) 21%		
12)	Executive common carrier accidental insurance	(33%) 38%	(43%) 42%		

FIELD MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Regional Manager	All Other Field Managers		
*13) Company paid leave of absences - personal reasons	(15%) 9%	(15%) 7%		
14) Sabbaticals with pay	(2%) -0-	(2%) -0-		
15) Bonus vacation pay, in addition to the normal salary	(-0-) -0-	(-0-) -0-		
16) Vacation pay in lieu of time off	(7%) 5%	(9%) 9%		
*17) Compensatory time/compensation for holidays worked	(9%) 11%	(12%) 11%		
*18) Compensatory time/compensation for Sunday's worked	(3%) -0-	(6%) -0-		
19) Interest free loans	(5%) 2%	(2%) 2%		
20) Low interest loans	(2%) 2%	(2%) 2%		
21) Executive personal fiduciary insurance	(2%) -0-	(2%) -0-		
22) Free financial counseling	(2%) 2%	(-0-) -0-		
23) Free tax counseling	(-0-) -0-	(-0-) -0-		
24) Free legal counseling	(-0-) 6%	(-0-) 6%		

*Often not written policy

FIELD MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT		Top Regional Manager	All Other Field Managers		
25) Assumption of liability for any financial loss from sale of a transferred executive's primary home		(22%) 26%	(13%) 18%		
26) Stock options		(33%) 28%	(16%) 19%		
27) Performance shares		(5%) -0-	(-0-) -0-		
28) Stock purchasing plan		(24%) 18%	(24%) 18%		
29) ESOPS (some "PAYSOP")		(19%) 31%	(19%) 31%		
*30) Profit sharing		(42%) 33%	(39%) 30%		
31) Deferred compensation		(12%) 9%	(6%) 8%		
32) Employment contracts		(7%) 4%	(5%) 3%		
*33) Pension plan		(49%) 51%	(55%) 49%		
34) Supplemental retirement income		(9%) 6%	(3%) 6%		
35) Relocation bonus payments (non-salary) for relocated executives		(18%) 22%	(21%) 24%		
36) Merchandise discount plan		(73%) 61%	(75%) 57%		

*Often based on vesting schedule

FIELD MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT		Top Regional Manager	All Other Field Manager:		
37) Merchandise discount plan above and beyond normal provisions		(13%) 6%	(5%) 6%		
38) Tuition reimbursement (some on case by case basis)		(45%) 41%	(43%) 37%		
39) Educational scholarships/grants for dependent children		(12%) 9%	(12%) 9%		
40) Company car - business travel		(63%) 57%	(42%) 40%		
41) Company car - personal use		(37%) 34%	(28%) 22%		
42) Reserved parking space		(13%) 10%	(5%) 10%		
43) First class air travel - business use (some allow over 3 hours)		(6%) -0-	(-0-) -0-		
44) Spouse allowed to accompany executive on business trips		(2%) 2%	(2%) 2%		
45) Company credit cards for traveling executives		(33%) 28%	(22%) 24%		
46) Apartment or condominium reserved for executives traveling in major cities		(2%) -0-	(-0-) -0-		
47) Executive dining facility		(-0-) -0-	(-0-) -0-		
48) Company phones in executive's home		(-0-) -0-	(-0-) -0-		

FIELD MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT		Top Regional Manager	All Other Field Managers		
49) Club membership fees		(-0-) -0-	(-0-) -0-		
50) Free use of company owned resort facilities		(5%) 3%	(-0-) -0-		
51) Company paid chauffeur - business travel		(-0-) -0-	(-0-) -0-		
52) Company aircraft - business travel		(13%) 14%	(12%) 12%		

SECTION FOUR

STORE MANAGEMENT

STORE MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT		Store Managers	Assistant Store Managers		
1)	Company paid medical coverage for an executive (complete or partial)	(58%) 55%	(54%) 53%		
2)	Company paid medical coverage for an executive and his or her family (complete or partial)	(41%) 38%	(34%) 27%		
3)	Dental insurance	(41%) 22%	(41%) 21%		
4)	Company paid dental insurance	(30%) 11%	(28%) 11%		
5)	Medical or dental reimbursement with prescribed maximum limit	(22%) 24%	(21%) 18%		
6)	Prescription drug plan	(39%) 33%	(36%) 33%		
7)	Physical examinations at the company's expense	(13%) 5%	(7%) -0-		
8)	Optical plan	(12%) 9%	(13%) 9%		
9)	Short-term disability/wage continuation	(78%) 68%	(75%) 65%		
10)	Long Term disability insurance	(75%) 68%	(64%) 65%		
11)	Company paid supplemental executive life insurance	(28%) 22%	(22%) 17%		
12)	Executive common carrier accidental insurance	(43%) 37%	(42%) 36%		

STORE MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT		Store Managers	Assistant Store Managers		
*13) Company paid leave of absences - personal reasons		(18%) 12%	(16%) 12%		
14) Sabbaticals with pay		(2%) 2%	(2%) -0-		
15) Bonus vacation pay, in addition to the normal salary		(5%) 3%	(2%) 3%		
16) Vacation pay in lieu of time off		(12%) 5%	(12%) 5%		
*17) Compensatory time/compensation for holidays worked		(30%) 32%	(33%) 30%		
*18) Compensatory time/compensation for Sunday's worked		(18%) 13%	(21%) 13%		
19) Interest free loans		(5%) 2%	(2%) -0-		
20) Low interest loans		(2%) -0-	(2%) -0-		
21) Executive personal fiduciary insurance		(2%) -0-	(2%) -0-		
22) Free financial counseling		(-0-) -0-	(-0-) -0-		
23) Free tax counseling		(-0-) -0-	(-0-) -0-		
24) Free legal counseling		(-0-) 4%	(-0-) 4%		

*Often not written policy

STORE MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Store Managers	Assistant Store Managers		
25) Assumption of liability for any financial loss from sale of a transferred executive's primary home	(16%) 19%	(12%) 12%		
26) Stock options	(12%) 9%	(2%) 4%		
27) Performance shares	(-0-) -0-	(-0-) -0-		
28) Stock purchasing plan	(30%) 20%	(15%) 12%		
29) ESOPS (some "PAYSOP")	(19%) 31%	(19%) 31%		
*30) Profit sharing	(45%) 38%	(36%) 22%		
31) Deferred compensation	(7%) 4%	(6%) -0-		
32) Employment contracts	(6%) -0-	(4%) -0-		
*33) Pension plan	(55%) 51%	(54%) 38%		
34) Supplemental retirement income	(4%) 2%	(4%) 2%		
35) Relocation bonus payments (non-salary) for relocated executives	(22%) 12%	(18%) 2%		
**36) Merchandise discount plan	(81%) 68%	(76%) 71%		

*Often based on vesting schedule
**Can be restricted to full time

STORE MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Store Managers	Assistant Store Managers		
37) Merchandise discount plan above and beyond normal provisions	(2%) -0-	(-0-) -0-		
38) Tuition reimbursement (some on case by case basis)	(45%) 28%	(43%) 17%		
39) Educational scholarships/grants for dependent children	(12%) 5%	(12%) 2%		
40) Company car - business travel	(4%) 2%	(2%) -0-		
41) Company car - personal use	(2%) -0-	(-0-) -0-		
42) Reserved parking space	(5%) 5%	(3%) 2%		
43) First class air travel - business use (some allow over 3 hours)	(2%) -0-	(-0-) -0-		
44) Spouse allowed to accompany executive on business trips	(3%) 1%	(3%) -0-		
45) Company credit cards for traveling executives	(9%) 12%	(7%) -0-		
46) Apartment or condominium reserved for executives traveling in major cities	(-0-) -0-	(-0-) -0-		
47) Executive dining facility	(-0-) -0-	(-0-) -0-		
48) Company phones in executive's home	(-0-) -0-	(-0-) -0-		

STORE MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT		Store Managers	Assistant Store Managers		
49) Club membership fees		(2%) -0-	(-0-) -0-		
50) Free use of company owned resort facilities		(5%) -0-	(3%) -0-		
51) Company paid chauffeur - business travel		(-0-) -0-	(-0-) -0-		
52) Company aircraft - business travel		(5%) 7%	(5%) 7%		

SECTION FIVE

GENERAL INFORMATION SECTION

QUESTION I----EXECUTIVE VACATION POLICY *

	Length of Time Required to Receive Vacation[1]					
***One Week Vacation	6 mos. to 1 yr.		1 yr.	2 yrs.		
	25%	(26%)	(39%) 27%	(2%) -0-		
***Two Weeks Vacation	Less than 1 yr.		1 yr.	2 yrs.	3 yrs.	10 yrs.
	4%	(3%)	(45%) 57%	(34%) 25%	(6%) 2%	(9%) -0-
***Three Weeks Vacation	6 mos.	1 yr.	2 yrs.	3 yrs.	5 yrs.	7 yrs.
	(2%) -0-	(5%) 4%	(5%) 2%	(3%) -0-	(40%) 45%	(9%) 12%
	8 yrs.	12 yrs.				
	(9%) 10%	(-0-) 2%				
***Four Weeks Vacation	1 yr.	3 yrs.	5 yrs.	7 yrs.	10 yrs.	12 yrs.
	(2%) 2%	(-0-) 2%	(3%) 2%	(2%) 2%	(15%) 18%	(2%) 2%
	14 yrs.	15 yrs.	18 yrs.	20 yrs.		
	(3%) 4%	(23%) 30%	(2%) 2%	(12%) 12%		
***Five Weeks Vacation	5 yrs.	10 yrs.	15 yrs.	18 yrs.	20 yrs.	
	(-0-) 2%	(2%) 2%	(3%) 4%	(-0-) 2%	(9%) 10%	
	25 yrs.					
	(6%) 10%					
***Six Weeks Vacation	14% after various periods of time for various levels of management.					

* Often senior executives start at 4-6 weeks.- usual 5-6 weeks after 8-10 years.
Some companies have no policy for senior executives.
Often separate schedule for store management.
Some vacation schedules based on salary.

(1) Categories may not add to 100% as not all respondents offer all categories.

Notes: One company offers executives 4 weeks under age of 45 and 5 weeks upon 46th birthday.
One company offers 2½ weeks after 5 years and 3½ after 15 years of service.

QUESTION II----SUNDAY WORK COMPENSATION

****86% (87%) report NO Sunday Compensation

****14% (14%) report YES Sunday Compensation

57% of the YES responses give compensation in the form of extra salary; 43% give time off for Sunday work. Most were for store level only.

QUESTION III----HOLIDAY WORK COMPENSATION

****78% (82%) report NO Holiday Compensation

****22% (18%) report YES Holiday Compensation

64% of the YES responses give compensation in the form of time off; 36% of the YES responses give compensation in the form of extra salary. One company offered a choice.

QUESTION IV----GAS MILEAGE REIMBURSEMENT POLICY

****4% (6%) report NO Gas Reimbursement

****96% (94%) report YES Gas Reimbursement

.16	.18	.185	.19	.20	.205	.21	.22	.23	.37
2%	7%	2%	9%	50%	16%	7%	2%	2%	2%

Average reimbursement: 20.30 (20.26) cents per mile; several companies indicated a reimbursement program, but indicated no mileage fee.

QUESTION V----"CAFETERIA BENEFIT" PROGRAM

****59% (76%) report NO "Cafeteria Benefit" Program

****41% (24%) report YES "Cafeteria Benefit" Program - or seriously considering such a program

QUESTION VI----POST RETIREMENT BENEFITS

****82% (73%) report NO Post Retirement Benefits

****18% (27%) report YES Post Retirement Benefits

1- Discounts on merchandise (lifetime)
2- Medical/health benefits (sometimes 100%; usually 50%)
3- Life Insurance (usually 50%)
4- Profit sharing
5- Special "death" benefit if age 60 or over, plus 15 years of services; the payment is equal to 50% of the last year's earning up to $50,000, reducing to 40%, 30%, 20%, and permanently at 10% thereafter.
6- Lump sum payments
7- Financial counselling
8- Tax counselling
9- Family health coverage
10- Company functions (parties, publications)
11- Saving plans (401[k] or payroll deduction for IRA's)
12- Credit Union
13- Christmas gift ($25, $200)
14- Enrollment in AARP
15- Survivor Income Benefit
16- One week salary for every two years worked upon retirement
17- Free travel to selected place of residence in U.S. (including moving of household goods)
18-Pre-Retirement counselling (all levels)

ADDITIONAL BENEFITS NOT COVERED BY SURVEY

1- Incentive plan (all levels) usually based on predetermined % over plan
2- Physical fitness plan - co-contributor (all levels)
3- Management bonus plan (all levels)
4- Savings/stock plan (company matches 50% up to 5% of salary)
5- All medical/optical costs paid (CEO only)
6- Thrift plan (all levels)
7- S.I.B. (all levels)
8- Children's summer camp
9- Picnic
10- Christmas Party
11- Education Certificates
12- Christmas Certificates
13- Shopping Days
14- Holiday Meal Certificates
15- Purchase of home of transferred employee (all levels)
16- 6 for 5 Vacation - 1 extra vacation day for every 5 if no more than 3 taken in a row (all levels)
17- Service Awards
18- Performance Bonus (all levels)
19- Personal Liability Insurance
20- Dependent Group Life Insurance
21- Business Travel Accident Insurance
22- Club Memberships